

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

25-CA-113523

Date Filed

9/17/13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

McDonald's

b. Tel. No. (309) 671-1017

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed
20-30

d. Address (Street, city, state, and ZIP code)

1017 W. Main St.
Peoria, IL 61606

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)
Restaurant

j. Identify principal product or service
Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the employer terminated employee (b) (6), (b) (7)(C) in retaliation for having participated in protected, concerted and union activities, and in an effort to discourage (b) (6), (b) (7)(C) and others from further participation in such activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers Organizing Committee of Chicago

4a. Address (Street and number, city, state, and ZIP code)

123 West Madison Street, Suite 800
Chicago, Illinois 60602

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (b) (6), (b) (7)(C)

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers Organizing Committee of Chicago

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

George A. Luscombe III, Attorney

(Print name and title or office, if any)

Dowd, Bloch & Bennett, 8 S. Michigan Avenue, 19th Floor
Chicago, Illinois 60603

Sept. 17, 2013

Tel. No. (312) 372-1361

Office, if any, Cell No.

Fax No. (312) 372-6599

e-Mail
gluscombe@dbb-law.com

Address

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

RECEIVED
NLRB
SUBREGION 33
PEORIA, IL
2013 SEP 17 AM 11:11

CHARGE ASSIGNMENT SHEET (EMPLOYER)

Case No.:

Case Name: McDonald's

Date Filed: 9/17/2013

Category:

1

2

3

Potential 10(j):

☒ YES

☐ NO

8(a)(2) (indicated name of union):

of discriminatees

8(a)(3):

employees (if not currently on charge):

IO Charge?

☐ YES

☒ NO

Dispute Location:

Peoria, IL

Barg. Status:

☐ Existing Contract

☐ Organizational Campaign

☐ Initial Contract

☐ Succeeding Contract

☒ None

Comments:

SUPERVISOR:

Refamle

AGENT:

Haydub

8(a)(1)

- ☐ Coercive Actions (Surveillance, etc.)
- ☐ Coercive Rules
- ☐ Coercive Statements (Threats, Promises of Benefits, etc.)
- ☐ Concerted Activities (Retaliation, Discharge, Discipline)
- ☐ Denial of Access
- ☐ Discharge of supervisor (Parker-Robb Chevrolet)
- ☐ Interrogation (including Polling)
- ☐ Lawsuits
- ☐ Weingarten

8(a)(2)

- ☐ Assistance
- ☐ Domination
- ☐ Unlawful Recognition

8(a)(3)

- ☐ Changes in Terms and Conditions of Employment
- ☒ Discharge (Including Layoff and Refusal to Hire) (not salting)
- ☐ Discipline
- ☐ Lockout
- ☐ Refusal to Consider/Hire Applicant (salting only)
- ☐ Refusal to Reinstatement (e.g. Laidlaw)
- ☐ Retaliatory Lawsuit
- ☐ Shutdown or Relocate/Subcontract Unit Work
- ☐ Union Security Related Actions

8(a)(4)

- ☐ Changes in Terms and Conditions of Employment
- ☐ Discharge (including Layoff and Refusal to Hire)
- ☐ Discipline
- ☐ Refusal to Reinstatement Employee/Striker
- ☐ Shutdown or Relocate/Subcontract Unit Work

8(a)(5)

- ☐ Alter Ego
- ☐ Failure to Sign Agreement
- ☐ Refusal to Bargain/Bad Faith Barg. (inc. surface barg./direct dealing)
- ☐ Refusal to Furnish Information
- ☐ Refusal to Hire Majority
- ☐ Refusal to Recognize
- ☐ Repudiation/Modification of Contract (Sec. 8(d)/Unilateral Changes)
- ☐ Shutdown or Relocate (e.g. First National Maint.) Subcontract Work

8(e)

- ☐ All Allegations against a Labor Organization
- ☐ All Allegations against an Employer

Related Cases:

All Cases ▾ Menu ▾ Query Collaborate Create Team Space Query Results 1 - 2 of 2											
Case Number	Case Name	Date Filed	Status	IA Category	Charging Party/Blocked	Hot Topics	Dispute/Unit City Dispute/Unit Sta	Charged Party/Er No. 8(b)(2)	Discr No. 8(a)(3)	Discr No. of Employees	Inquiry To
25-CA-112001	McDonald's Restaurant	8/26/2013	Open	2	Workers Organizing	Fast Food	Springfield IL	McDonald's Restaura		20	(b) (6), (b) (7)(C) AH
25-CA-113322	MCDONALD'S	9/17/2013	Open	3	Workers Organizing	Peoria	IL	MCDONALD'S		30	AH

McDonald's Restaurant

Menu ▾ | Query Check Spelling Submit Recall Participant List Query Results

Case Number:	25-CA-112001	Case Name: ★	McDonald's Restaurant
Status: ★	Open ▾	Charging Party/Petitioner:	Workers Organizing Committee c
IA Category:	2 ▾	Date Filed:	8/26/2013
Barg Status:	None ▾	Filed Date + 120:	12/24/2013
		Field Agent:	AHAJDUK
		Field Supervisor:	DSTEFANI
		Filed Date + 365:	08/26/2014



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 33
300 Hamilton Blvd Ste 200
Peoria, IL 61602-1234

Agency Website: www.nlrb.gov
Telephone: (309)671-7080
Fax: (309)671-7095

September 17, 2013

MCDONALD'S
1017 W Main St.
Peoria, IL 61606

Re: MCDONALD'S
Case 25-CA-113523

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner ALEXANDER M. HAJDUK whose telephone number is (309)671-7059. If this Board agent is not available, you may contact Officer in Charge DEBRA L. STEFANIK whose telephone number is (309)671-7085.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether

or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,
DEBRA L. STEFANIK
/s/ Debra L. Stefanik
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

MCDONALD'S

CASE NUMBER

25-CA-113523

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7. A. PRINCIPAL LOCATION:

B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____

10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MCDONALD'S

Charged Party

and

**WORKERS ORGANIZING COMMITTEE OF
CHICAGO**

Charging Party

Case 25-CA-113523

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on September 17, 2013, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

MCDONALD'S
1017 W Main St.
Peoria, IL 61606

September 17, 2013

Date

Jamila Franklin, Designated Agent of
NLRB

Name

/s/ Jamila Franklin
Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 33
300 Hamilton Blvd Ste 200
Peoria, IL 61602-1234

Agency Website: www.nlrb.gov
Telephone: (309)671-7080
Fax: (309)671-7095

September 17, 2013

Workers Organizing Committee of Chicago
123 W Madison St Ste 800
Chicago, IL 60602-4621

Re: MCDONALD'S
Case 25-CA-113523

Dear Sir or Madam:

The charge that you filed in this case on September 17, 2013 has been docketed as case number 25-CA-113523. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner ALEXANDER M. HAJDUK whose telephone number is (309)671-7059. If the Board agent is not available, you may contact Officer in Charge DEBRA L. STEFANIK whose telephone number is (309)671-7085.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,
/s/ Debra L. Stefanik

DEBRA L. STEFANIK
Acting Regional Director

cc: George A Luscombe, Attorney
Dowd Bloch & Bennett
8 S Michigan Ave Fl 19
Chicago, IL 60603-3357

Please read carefully. Answer all applicable items and return to the Regional Office. If additional space is required, use plain bond paper and identify item number.

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 33
300 Hamilton Blvd Ste 200
Peoria, IL 61602-1234

Agency Website: www.nlrb.gov
Telephone: (309)671-7080
Fax: (309)671-7095

Agent's Direct Dial: (309)671-7059

October 31, 2013

Craig R. Annunziata
Fisher & Phillips LLP
10 S. Wacker Dr.
Ste. 3450
Chicago, IL 60606

James M. Hux JR., Attorney
Fisher & Phillips LLP
10 S Wacker Dr Ste 3450
Chicago, IL 60606-7592

Steve A. Miller
Fisher & Phillips LLP
10 S Wacker Dr Ste 3450
Chicago, IL 60606-7592

Re: MCDONALD'S
Case 25-CA-113523

Dear Messrs. Annunziata, Hux, and Miller:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-captioned matter. As explained below, I am requesting to take affidavits on or before Tuesday, November 12, 2013 with regard to certain allegations in this case.

Allegations: The allegations for which I am seeking your evidence are as follows.

- On or about (b) (6), (b) (7)(C) 2013, by and through (b) (6), (b) (7)(C) (surname unknown to Board Agent) and other agents of the Employer, threatening employees with discharge in retaliation for a potential strike. Specifically, the Charging Party alleges that the (b) (6), (b) (7)(C) informed employees that they would be terminated if they engaged in a strike activity.
- On or about (b) (6), (b) (7) 2013, by and through (b) (6), (b) (7)(C) (surname unknown to Board Agent) and other agents of the Employer, orally promulgating a rule prohibiting employees from discussing the then-recent strike activity. Specifically, the Charging Party contends that the (b) (6), (b) (7)(C) upon

hearing employees discussing the then-concluded strike, verbally admonished and prohibited employees from discussing the strike or other related matters.

- On or about (b) (6), (b) (7) 2013, by and through agents of the Employer, terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and/or union activities. Specifically, the Charging Party asserts that the Employer's proffered rationale for the discharge, putative theft, is pretextual.

Board Affidavits: I am requesting to take affidavits from (b) (6), (b) (7)(C) and any other individuals you believe have information relevant to the investigation of the above-captioned matter. If you do not allow the Board agent to take sworn affidavits from representatives who may have relevant information, the Agency will consider that to constitute less than complete cooperation in the investigation of the charge.

Additional Documentation: In addition to the foregoing, I am also requesting the following documents, information, and positions.

- Complete and accurate names for all managers and supervisors at the Employer's location.
- The complete personnel file, sans redactions, for employee (b) (6), (b) (7)(C).
- Contact information for employees (b) (6), (b) (7)(C) (surname unknown to Board Agent).
- All documents received by the Employer from individual employees or other organizations, including any labor organizations, prior to the strike on August 29, 2013.
- All documents and information relied upon by the Employer in making the determination to discharge employee (b) (6), (b) (7)(C).
- All documents and information related to Employer disciplines or discharges of employees for reasons similar or comparable to those proffered to employee (b) (6), (b) (7)(C).
- All documents used by the Employer during new employee orientation and training and subsequent employment, including any personnel or employee handbooks, work rules, or policies and procedures. In order to narrow the reach of this request, please confine any submission pursuant to this point to the last two years.
- All documents, excluding those made under the aegis of attorney-client privilege, produced, promulgated, and circulated to employees and supervisors regarding the August 29 strike.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you are requested to present your evidence in this matter by Tuesday, November 12, 2013. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to **www.nlr.gov**, select **File Case Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by that time or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (309)671-7059, or e-mail, alexander.hajduk@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/

ALEXANDER M. HAJDUK
Field Examiner

From: [Stefanik, Debra L.](#)
To: [Haiduk, Alexander M.](#)
Subject: FW: McDonald's 25-CA-113523 --(b) (5)
Date: Monday, December 16, 2013 12:17:09 PM

(b) (5) ? Thank you.

From: Dunham, Geoffrey
Sent: Monday, December 16, 2013 10:03 AM
To: Stefanik, Debra L.
Cc: Leach, David E.
Subject: FW: McDonald's 25-CA-113523 --(b) (5)

Debra, (b) (5) . Geoff

From: Kearney, Barry J.
Sent: Monday, December 16, 2013 10:38 AM
To: Fernbach, Karen P.; Dunham, Geoffrey; Leach, David E.
Subject: RE: McDonald's 25-CA-113523 --(b) (5)

So do I

From: Fernbach, Karen P.
Sent: Monday, December 16, 2013 10:24 AM
To: Dunham, Geoffrey; Leach, David E.
Cc: Kearney, Barry J.
Subject: RE: McDonald's 25-CA-113523 --(b) (5)

I agree (b) (5) .
Karen


From: Leach, David E.
Sent: Wednesday, December 11, 2013 2:00 PM
To: Fernbach, Karen P.; Dunham, Geoffrey
Subject: FW: McDonald's 25-CA-113523 --(b) (5)
Importance: High

I agree with Geoff. (b) (5)
(b) (5)
(b) (5)
(b) (5)
(b) (5) Dave

From: Dunham, Geoffrey
Sent: Wednesday, December 11, 2013 9:54 AM
To: Fernbach, Karen P.; Leach, David E.
Subject: FW: McDonald's 25-CA-113523 --(b) (5)
Importance: High

I recommend (b) (5) (b) (5)

(b) (5), (b) (6), (b) (7)(C)

A large block of text is redacted with black bars. The redaction covers approximately 10 lines of text, with varying lengths of bars.

From: Stefanik, Debra L.
Sent: Wednesday, November 27, 2013 5:37 PM
To: Leach, David E.; Dunham, Geoffrey
Cc: Lineback, Rik D.; Hajduk, Alexander M.
Subject: McDonald's 25-CA-113523 -- (b) (5)
Importance: High

Gentlemen,

(b) (5)

A large rectangular area of the email body is redacted with a solid black box.

If you have any questions, please contact me at 309.671.7085.

Happy Thanksgiving,

Deb Stefanik
Officer in Charge
SR-33 (Peoria, IL)

From: [George Luscombe](#)
To: [Hajduk, Alexander M.](#)
Cc: [Barry Bennett](#)
Subject: Case No. 25-CA-113523, McDonald's
Date: Wednesday, December 18, 2013 10:27:35 AM

Alex,

The union would like to withdraw the charge in Case No. 25-CA-113523, McDonald's. Please let me know if you need anything additional from me.

Thank you for your assistance on this case.

George

George Luscombe

Dowd, Bloch & Bennett
8 South Michigan Avenue - 19th Floor
Chicago, IL 60603
gluscombe@dbb-law.com
Ph: (312) 372-1361
Fax: (312) 372-6599

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify Dowd, Bloch & Bennett (office@dbb-law.com). Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of Dowd, Bloch & Bennett. Finally, the recipient should check this email and any attachments for the presence of viruses. Dowd, Bloch & Bennett accepts no liability for any damage caused by any virus transmitted by this email.

Hajduk, Alexander M.

From: George Luscombe [gluscombe@dbb-law.com]
Sent: Wednesday, December 18, 2013 9:27 AM
To: Hajduk, Alexander M
Cc: Barry Bennett
Subject: Case No 25-CA-113523, McDonald's

NxGen: Uploaded

Alex,

The union would like to withdraw the charge in Case No. 25-CA-113523, McDonald's. Please let me know if you need anything additional from me.

Thank you for your assistance on this case.

George

George Luscombe
Dowd, Bloch & Bennett
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*Approved.
By Staff, OSC
12/18/13*

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December 18, 2013

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Re: MCDONALD'S
Case 25-CA-113523

Dear Messrs. Annunziata, Hux, and Miller:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RIK LINEBACK
Regional Director

By:

DEBRA L. STEFANIK
Officer in Charge

cc: GEORGE A LUSCOMBE, ATTORNEY
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